

THE UNIVERSITY OF MICHIGAN  
SENATE ASSEMBLY

Minutes of Meeting, November 21, 1977

- ATTENDANCE Present: Members Angus, Aupperle, Barnett, P. Jones, Olken, M. Brown, Wiley, Butler, Caldwell, Uttal, Christensen, Coon, Cooper, Corpron, Crichton, Diamond, Dingle, Whitmore, A. Edwards, Elving, Fowler, Gay, Gelehrter, Gordon, Gray, J. Harris, R. Harris, Heers, Herbert, Hungerman, L. Jones, Kaplan, Kish, Leary, Lindberg, Livermore, Merte, Millard, Morley, Naylor, Penner, Saxonhouse, Portman, Romani, Schanck, Shannon, Wight, Sinsheimer, Stross, Tilly, Tonsor, Votaw, White, Schulze, Lehmann
- Absent: Members Bornstein, B. Cohen, P. Cohen, O. Edwards, Fekety, Hildebrandt, Juvinall, Proctor, Gedney, Simonds, Trojan, West, Winans, Northcutt
- Guests: W. Robert Dixon, Chairman, Tenure Committee; George Haddad, Chairman, Research Policies Committee
- CALL TO ORDER The meeting was called to order at 3:15 p.m.
- MINUTES The Minutes of the Assembly meeting of October 17, 1977 were approved as written. No questions were raised concerning the reports of SACUA meetings during the last month.
- ANNOUNCEMENTS
- a. Lehmann called attention to the report of the meeting between SACUA and the Regents printed in the University Record. SACUA intends to ask for another meeting in the next term.
  - b. He reported that SACUA had met with the Library Director Selection Committee last month and will meet with the Library Director and the Council next Monday. A report on the Library will come to the Assembly in February.
  - c. He announced that the next meeting of the Assembly will be held December 19, 1977.
- APPOINTMENT TO CESF SACUA nominated Professor Edward Gramlich, of the Department of Economics, for membership on the Committee on the Economic Status of the Faculty. His nomination was unanimously confirmed.
- INTERIM REPORT FROM THE TENURE COMMITTEE Lehmann introduced Professor Robert Dixon, Chairman of the Tenure Committee. Professor Dixon summarized a report distributed to members of the Assembly, outlining the goals of a coherent tenure policy and the areas to be

included in the final report. Seven issues were listed:

1. Initial appointments
2. Pretenure and probationary matters
3. The granting of tenure
4. Full-time, part-time, and split appointments
5. Appeal procedures
6. Tenure issues for individuals who are not instructors or members of the professorial staff
7. Termination issues.

Professor Dixon then called for questions on these seven issues. Professor Elving noted that the goal of explaining the meaning of tenure, from either the faculty or the University point of view, was missing from the report. He felt the lack. He said that it was possible to have tenure and still be wretched. Professor Gray then asked if primary researchers would be considered in the report. Professor Dixon asked Professor Uttal to respond (as a member of the Tenure Committee) and the response was "no." Professor Haddad volunteered that there is a committee at work preparing a handbook on the status of researchers.

Professor Kish referred to an article in the New York Times on retirement, analyzed along demographic and social lines. He asked if the Tenure Committee would consider the issue of mandatory retirement. Dixon reported that that issue was included under "Termination issues."

RESEARCH  
POLICIES COM-  
MITTEE ANNUAL  
REPORT

Lehmann introduced Professor George Haddad, Chairman of the Research Policies Committee.

Professor Haddad reviewed several items. He described the resolution on Classified Research Committee Procedures as effecting two minor changes. He defended the institution of a two-year term for the student member as an attempt to equalize the terms of faculty and students.

He announced that a handbook for Research was in preparation.

He then turned to the role of research in the University. He said that sponsored research was essential to the teaching mission and to the reputation of the University. Many researchers have expressed dissatisfaction with many of the rules and procedures governing the conduct of research--especially those related to administrative expenses. He cited a need to improve incentives for researchers to work to bring in sponsorship for their projects. While the total dollar volume of research has increased in the last five years, inflation has reduced the real value of that volume to a figure below what it had been five years ago. Money for the salaries of researchers had been sharply reduced.

Professor Haddad turned to the Committee's recommendations as detailed in the report distributed to the Assembly.

The first recommends the development of a tuition pool for graduate student researchers. Tuition stipends are now paid out of the dollars awarded by the contract and are thus, under existing rules, subject to indirect costs. The University thus charges tuition and charges an additional 76% of tuition as an indirect cost. It has become prohibitive to employ graduate student researchers from out-of-state. The total cost for one approaches \$17,500 a year.

The second recommendation involves the return of a portion of the indirect costs of a project to the department in which it originated, in order to provide flexibility and incentives at the departmental level.

A third recommendation concerns increasing the length of summer term research appointments--e.g., from 2/9 to 3/9.

The fourth concerns the University as an environment for successful research. We seem to get penalized as far as State appropriations are concerned, because of the indirect costs generated which go into the General Fund.

Haddad announced that the Committee was working with Vice-President Overberger towards the implementation of these recommendations.

Professor Naylor opened discussion by supporting the recommendations and underlining the skepticism and bitterness of faculty researchers concerning the cost of overhead (indirect costs). Who provides, he asked, the administration that the overhead is supposed to pay for? He said he was especially supportive of the recommendation of a tuition pool for graduate student research assistants. Naylor then asked for a proposal from SACUA or Research Policies to institute a tuition pool.

Haddad responded that Vice-President Overberger has appointed a committee to investigate the costs of such a pool. Research Policies will return to the Assembly with a specific proposal when the costing has been completed.

Professor Elving reflected on the changes in the conduct of research over the last generation. The University can no longer support research, and hence relies on outside sponsorship. The day of the faculty entrepreneur has been long underway.

Professor Tonsor remarked that the preceding discussion was an example of the "higher capitalism" in the American university. He objected strongly to its spirit and implications. He reminded the Assembly of Martin Lipset's observation: professors despise businessmen, but it is in

academic life that one finds capitalism at its lowest level.

Haddad voiced his disagreement with Tonsor's criticism. The quality of the University is not being sustained by the State. Sponsored research, he reiterated, is essential to our mission.

Professor Merte mentioned that sometimes the exigencies of finding sponsorship interfere with the proper conduct of graduate education.

Professor Uttal counseled moderation of the urge of researchers to remove indirect costs from the General Fund. He said that a substantial body of people who performed important service for the University as a whole--e.g., librarians--would be penalized in performing their essential services without the support that comes from these indirect costs.

Haddad recognized the problem and said that it was not what he was suggesting.

Professor Gordon asked if indirect costs were spent efficiently in the University. Haddad thought that maybe there is room for improvement, but is not certain since he does not have sufficient information.

Professor Kish voiced special concern for the fair treatment of graduate students, whose opportunities are apparently being restricted under present policies.

Professor Olken questioned Haddad in detail about the mechanism for establishing and operating a tuition pool.

Haddad described a number of possibilities. The role of Research Policies in the matter was really, he said, to state the priority rather than to work out implementation.

Lehmann then thanked Professor Haddad and his Committee for their work and asked that the resolution, copy of which is attached, be moved on procedural changes for the Committee on Classified Research. It was moved, seconded and approved unanimously.

ADJOURNMENT

The Assembly adjourned at 4:18 p.m.

Earl Schulze  
Senate Secretary

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